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ABSTRACT

In October 1979, a study was conducted to collect information about faculty and administrative salaries in Illinois community colleges for use by State agencies in justifying budget requests and by colleges in determining salaries for the coming years. The survey focused on the number of full- and part-time faculty, faculty salaries based on actual contracts, faculty salaries from salary schedules, part-time faculty salary rates, overload salary rates, total fiscal year (W-2 type) faculty salaries, average faculty load information, faculty organizations, employment benefits, and salaries of key administrators. The survey revealed that the state average of the mean academic year contractual salaries actually paid to full-time faculty was $18,849 during 1979-80: the average 12-month salary was $20,289. According to salary schedules, instructors with a Master's Degree earned from $12,227 to $24,402, depending upon their years of experience. Part-time faculty salary rates ranged from $185 to $315 per course semester hour, averaging $240 during the fall 1979 term. The average overload rate for full-time faculty was $332 per course semester hour. The number of part-time teaching faculty increased by 0.4% to 10,266, while the number of full-time faculty decreased 0.6% to 4,935. Statewide and college data and the questionnaire are included in the study report. (AYC)

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Illinois Community College Board

ILLINOIS PUBLIC COMMUNITY COLLEGES
FACULTY AND ADMINISTRATIVE
SALARY SURVEY: Fall 1979

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November 1979

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Illinois Community College Board

ILLINOIS PUBLIC COMMUNITY COLLEGES FACULTY AND ADMINISTRATIVE SALARY SURVEY: FALL 1979

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PREFACE

The Faculty and Administrative Salary Survey: Fall 1979 was designed to collect information about faculty and administrative salaries for use by State agencies in justifying the budget request and by colleges in the salary determinations for next year. This is the eighth consecutive year for this report on faculty and administrative salaries in the public community colleges of Illinois.

Every effort was made to obtain the most essential salary data and to ensure that each community college reported reliable data on a comparable basis with all the other colleges. Due to the great variety of salary policies within the community colleges of Illinois, some of the items requested could not be completed by all colleges and estimates of comparable data had to be provided in some cases.

The faculty salaries shown in this report are generally academic year (usually nine months) salaries paid to full-time teachers. The administrative salaries are for the fiscal year (twelve months). Hence, care must be used when attempting comparisons. The report also utilized a mean (average) salary, which is the arithmetic average of all full-time faculty salaries at each college, and a median salary, which is the middle salary (an equal number of salaries both lower and higher than this salary) at each college. The median salary is the most appropriate measure of central tendencies for salary data because it is not affected by a few extremely low or extremely high salaries.

The ICCB staff appreciates the cooperation of the personnel in the community colleges in completing the salary survey promptly and accurately. Acknowledgment is also given to the ICCB Research Advisory Council members for their assistance in reviewing the survey instrument. We hope the information in this survey will serve the needs of each of you.

Peggy L. Kohl
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HIGHLIGHTS OF THE ICCB FACULTY AND ADMINISTRATIVE SALARY SURVEY: FALL 1979

1. The State average of the mean academic year (usually nine months) contractual salaries actually paid by the community colleges to full-time faculty was $18,849 during 1979-80, an increase of $980 (5.6%) from the previous year. The State average percent salary increase that colleges reported for their continuing faculty members was 7.2%. These increases are below the increases in the cost of living during the past year. While the average faculty salaries in community colleges have increased by 38.7% since 1973-74, the Consumer Price Index has increased by 54.3% during the same period (see Page 3)

2. The State average academic year (usually nine months) salary schedule salaries paid to full-time teaching faculty with a Master's Degree in the public community colleges are as follows (see Pages 14 and 15):

   a. Master's Degree, no additional graduate course work, and no experience (beginning level base salary) $12,227

   b. Master's Degree, maximum additional graduate course work, and 5 years experience $17,439

   c. Master's Degree, maximum additional graduate course work, and maximum experience $24,402

3. The State average twelve month fiscal year (W-2 type) faculty salary for FY 1980 was $20,289 in the community colleges of Illinois. This salary was $1,440 (6.3%) higher than the average academic year (nine month) salary (see Pages 6 and 7). This also includes overloads, extra assignments, and summer teaching.

4. Part-time faculty salary rates ranged from $185 to $312 per course semester hour and averaged $240 during the fall 1979 term. The average overload rate for full-time faculty per course semester hour was $332 (see Pages 8 and 9).

5. An analysis of faculty salaries for three common measures of faculty output in the public community colleges of Illinois revealed the following State average salaries per unit (see Pages 12 and 13 for details):

   a. Salary cost per annual course semester credit hour . . . . . $ 628
   b. Salary cost per annual course contact hour . . . . . $ 589
   c. Salary cost per month per full-time faculty $2,094

6. The number of part-time teaching faculty increased by 41 (0.4%) from 10,225 in the fall of 1978 to 10,266 in the fall of 1979, while the number of full-time teaching faculty decreased by 29 (0.6%) from 4,964 in the fall of 1978 to 4,935 in the fall of 1979 (see Pages 20 and 21). Full-time teaching faculty account for 32% of the teaching faculty while part-time teaching faculty account for 68% of the total.

7. The annual percent increase in State average salaries for administrative positions in the public community colleges of Illinois in 1979-80 ranged from +2.5% to +7.9% from a year earlier. The State average salaries for each of the following positions are shown below (see Pages 2 and 32 through 34):

a.	Chief executive officer of district	$42,472
b.	Chief campus administrator	$35,391
c.	Chief finance administrator	$31,439
d.	Chief academic officer	$32.506
e.	Chief student services administrator	$28,652
f.	Chief community education administrator	$26,359

INTRODUCTION

The ICCB Faculty and Administrative Salary Survey: Fall 1979 remained the same as the survey conducted during the fall term of 1978. The survey contains data on the number of full-time and part-time faculty, faculty salaries based on actual contracts, faculty salaries from salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, average faculty load information, and salaries of key administrators.

In this report every attempt was made to ensure that the data presented were reported on a comparable basis by each college. However, due to the great diversity among the community colleges in their administrative structures and their salary policies, it is very difficult to make comparisons on the basis of any salary figure by itself. Several different types of salaries are shown in the document, and an analysis of all of these is essential when making comparisons. For example, when comparing the faculty salaries of two colleges that do not have similar faculties in terms of experience or number of steps on the salary schedule (a new college compared to an established one), the average salary of the present faculty would be inappropriate. However, the salary schedule salaries would be more comparable in this case.

Table 1 on Page 2 shows a summary of selected faculty and administrative salaries in Illinois public community colleges for fall 1979. The range of salaries, the State average salary, and the percent change from fall 1978 are shown in this table. The academic year (nine months) contractual salaries are ones which the colleges contract with the faculty, while the salary schedule salaries are ones which are shown on the colleges' salary schedules. The State average actual contractual base salaries increased by 5.6% from a year earlier.

The State average base salary schedule salaries for full-time teaching faculty with Master's Degrees increased by 5.2% to $12,227, while the State average salary for a teacher with a Master's Degree, maximum hours, and five years experience increased by 5.6% to $17,439.

The administrative salaries shown are for an entire year (twelve months) and represent the average of all the salaries reported by all the public community colleges in Illinois. The annual percent increase in the State average salaries of these positions ranged from +2.5% to +7.9%.

Part-time faculty salary rates increased by 3.4% from the fall of 1978. These salaries are paid on many different bases by the various community colleges. For example, some colleges pay a flat dollar amount per course, while other colleges pay a rate per hour or per class contact hour. In this survey, all of these various methods of payment were converted to an average rate per semester course credit hour to obtain comparable data for reporting purposes.

The fiscal year (W-2 type) State median teaching faculty salaries increased by 6.3% from a year ago. These salaries include the total salary paid to a faculty member for an entire year. This includes overloads for extra courses or for teaching a summer session as well as any additional payment for special assignments. This salary is similar to the salary reported on the Internal Revenue Service W-2 Form except that it is for a fiscal year instead of a calendar year. Since this faculty salary data is for a full twelve-month period, it is comparable to the administrative salary data.

Table 1

SUMMARY OF FALL 1979 FACULTY AND ADMINISTRATIVE SALARY DATA IN THE PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	RANGE*	STATE AVERAGE**	% CHANGE FROM FALL 1978
Teaching Faculty Salaries			
Average Academic Year (9 Months) Contractual Salaries	$11,167 - $24,150	$18,849	+5.6%
Median Academic Year (9 Months) Contractual Salaries	$10,268 - $25,070	$18,824	+6.6%
Lowest Salary on Salary Schedule for Teacher with Master's Degree	$10,650 - $14,992	$12,227	+5.2%
Salary on Salary Schedule for Teacher with Master's Degree, Maximum Hours, Plus 5 Years Experience	$12,690 - $20,775	$17,439	+5.6%
Fiscal Year (W-2 Type) 12 Months Median Total Faculty Salaries	$12,945 - $27,929	$20,258	+6.3%
Part-Time Faculty Salary Rates Per Course Semester Credit Hour	$ 185 - $ 312	$ 240	+3.4%
Administrative Salaries (12 Months)			
Executive Officer of District	$34,500 - $65,000	$42,472	+5.6%
Campus Administrator	$22,890 - $50,000	$35,391	+2.5%
Finance Officer	$21,000 - $44,000	$31,439	+7.4%
Academic Officer	$20,000 - $42,800	$32,506	+5.7%
Bacc/Univ Parallel Officer	$23,000 - $37,342	$29,684	+5.6%
Occ/Career Education Officer	$20,400 - $42,350	$28,519	+6.0%
Student Services Officer	$18,800 - $37,800	$28,652	+6.0%
Pub/Comm Services Officer	$17,400 - $41,168	$26,359	+7.9%
Director of Data Processing	$17,000 - $33,566	$25,132	+4.8%
Director of Research & Planning	$14,000 - $37,750	$26,181	+6.9%

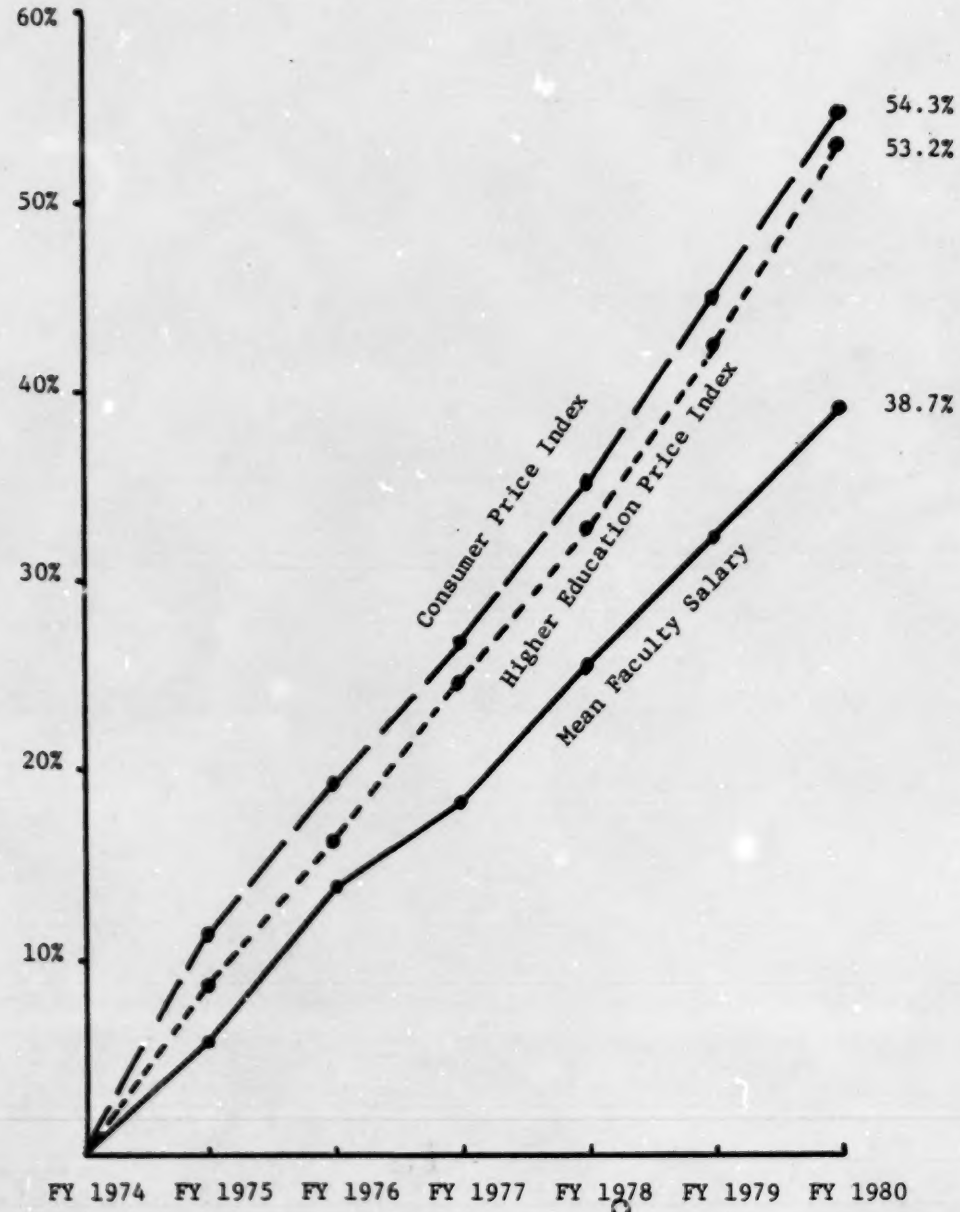
*Range shows the lowest salary and the highest salary reported by any college for given category.

**State average salaries reported are the arithmetic mean of the salaries reported in each category.

Figure 1 below shows the change in the State average full-time teaching salaries of faculty in Illinois public community colleges in percent from a base year of FY 1974 compared to a change in the Consumer Price Index and the Higher Education Price Index using the same base year of FY 1974. This figure shows that although the average faculty salaries have increased by 38.7% since FY 1974, the Consumer Price Index and the Higher Education Price Index have increased 54.3% and 53.2% respectively during the same time period. Hence, the increases in faculty salaries in the community colleges of Illinois have not kept pace with the increase in the cost of living during the past five years.

Figure 1

COMPARISON OF INCREASE OF AVERAGE FACULTY SALARIES IN
ILLINOIS PUBLIC COMMUNITY COLLEGES WITH THE
HIGHER EDUCATION PRICE INDEX AND THE CONSUMER PRICE INDEX SINCE FY 1974



ACTUAL 1979-80 ACADEMIC YEAR CONTRACTUAL SALARIES PAID TO FULL-TIME TEACHING FACULTY

Table 3 on Page 5 shows the lowest, mean, median, and highest academic year contractual salaries paid to full-time teaching faculty at each community college in Illinois. Academic year contractual base salaries were utilized in this table to obtain as much comparability as possible among the colleges.

The lowest salaries represent the lowest base salary actually paid to a full-time teaching faculty member at each of the community college districts and are different from salary schedule salaries which are repoted in Tables 13 and 15 of this report. The low salaries ranged from $6,750 to $14,187 at the various colleges.

The high salaries represent the highest salary actually paid to a full-time teaching faculty for an academic year (nine months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The median salary is the most appropriate measure of central tendencies for salary data because it is not affected by extremely low or extremely high salaries. The median faculty salary for all districts was $18,896.

Table 2 below shows a summary of the State average and ranges by the various categories.

Table 2

SUMMARY OF 1979-80 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO FULL-TIME TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	DISTRICT RANGE Low - High	STATE AVERAGE*	STATE MEDIAN*
Lowest Salaries	$ 6,750 - $14,187	$11,672	$12,120
Mean Salaries	$11,167 - $24,150	$18,849	$18,889
Median Salaries	$10,268 - $25,070	$18,824	$18,896
Highest Salaries	$16,500 - $31,000	$24,751	$24,520

* State average and medians were calculated by using the data reported for the 39 community college districts.

Table 3

SALARIES PAID TO FULL-TIME TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR 1979-80

		LOW	MEAN	MEDIAN	HIGH
501	Kaskaskia	$ 12,120	$ 17,596	$ 17,190	$ 22,760
502	DuPage	13,204	24,150	25,070	30,495
503	Black Hawk	11,222	19,139	18,924	27,510
	Black Hawk Quad Cities	11,222	19,588	19,574	27,510
	Black Hawk East	12,625	16,291	15,201	19,574
504	Triton	14,041	22,628	21,716	30,831
505	Parkland	11,607	18,737	18,896	24,641
506	Sauk Valley	10,950	17,460	17,875	24,150
507	Danville	8,672	18,716	19,902	23,273
508	Chicago	11,640	22,009	23,040	30,040
	Kennedy-King	13,040	21,803	21,540	30,040
	Loop	11,640	23,544	24,040	30,040
	Malcolm X	13,040	20,221	20,040	28,040
	Truman	11,640	22,862	24,040	30,040
	Olive-Harvey	13,040	23,151	23,540	30,040
	Daley	12,690	24,046	24,040	30,040
	Wilbur Wright	11,690	24,998	25,540	30,040
	Urban Skills Institute	11,200	12,600	14,500	20,000
	City-Wide College	14,800	20,372	19,540	30,040
509	Elgin	12,500	20,524	19,750	28,898
510	Thornton	13,613	22,041	22,684	26,777
511	Rock Valley	10,917	18,933	19,422	24,525
512	Wm Rainey Harper	13,875	22,540	19,665	31,000
513	Illinois Valley	13,600	19,749	18,750	23,900
514	Illinois Central	11,970	19,833	20,255	26,870
515	Prairie State	13,800	21,293	20,665	26,735
516	Waubonsee	12,567*	18,726*	18,264*	25,293*
517	Lake Land	11,000	17,489	18,304	22,415
518	Carl Sandburg	11,291	17,314	16,526	20,492
519	Highland	10,285	18,494	18,626	22,698
520	Kankakee	9,534	15,908	15,885	21,491
521	Rend Lake	12,240	18,459	18,575	23,340
522	Belleville	14,187	22,127	22,501	29,413
523	Kishwaukee	12,048	15,473	15,985	22,207
524	Moraine Valley	12,330	18,767	18,380	24,520
525	Joliet	13,451*	21,011*	21,385*	26,951*
526	Lincoln Land	13,220	21,410	21,231	28,489
527	Morton	14,057	21,444	22,565	26,153
528	McHenry	13,377	18,889	18,560	25,172
529	Illinois Eastern	6,750	14,416	15,606	19,380
	Lincoln Trail	8,062	12,782	12,416	15,700
	Olney Central	7,725	15,754	16,219	19,274
	Wabash Valley	6,750	16,531	17,664	19,380
	Frontier	10,125	12,595	12,250	15,881
530	John A. Logan	12,383	17,946	17,972	23,635
531	Shawnee	10,407	15,477	14,635	21,499
532	Lake County	13,297	21,582	22,119	26,842
533	Southeastern	10,300	16,392	16,650	20,850
534	Spoon River	11,489	18,940	19,347	23,932
535	Oakton	14,000	20,272	20,068	28,486
536	Lewis & Clark	10,430*	15,612*	15,005*	21,430*
537	Richland	12,150	16,801	16,425	22,213
539	John Wood	7,500	11,167	10,268	16,500
601	SCC, E. St. Louis	10,970	15,395	15,443	19,490
State Average by District		$11,872	$18,849	$18,824	$24,751
State Average by Campus		$11,817	$18,955	$18,955	$24,784

* Salary negotiations have not been completed as of this date for 1979-80

TOTAL FISCAL YEAR 1979 W-2 TYPE FACULTY SALARIES

Table 5 on Page 7 shows the median and mean salaries paid to teaching and non-teaching faculty in each community college in Illinois for the entire Fiscal Year 1979 and includes all overloads and compensation for extra assignments. The non-teaching faculty include counselors, curriculum specialists, and other professionals who are classified as faculty by the college. These salaries are W-2 type (similar to the Internal Revenue Service W-2 Form) salaries in that they include all salaries paid to the faculty during a given year. However, the data is obtained for a fiscal year starting July 1, 1978 to June 30, 1979 rather than for a calendar year as is the case with W-2 form salaries. The salaries shown on this page do represent total earnings of faculty and enable a comparison between academic year salaries and total salaries earned by faculty members.

The State average for total mean salaries paid to teaching faculty ($20,289) for twelve months is $1,440 more than the State average academic year (nine months) salaries paid to full-time teaching faculty. An analysis of total faculty salaries is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 4 below shows a summary of the W-2 type faculty salaries for Fiscal Year 1979.

Table 4

SUMMARY OF TOTAL FISCAL YEAR 1979 FACULTY SALARIES (W-2 TYPE SALARIES WHICH INCLUDE ALL OVERLOADS AND EXTRA ASSIGNMENTS)

	District Range Low	High	State Average*	State Median*
Teaching Faculty Median Salaries	$12,945 to	$27,929	$20,258	$19,714
Teaching Faculty Mean Salaries	$13,659 to	$27,178	$20,289	$20,000
Non-Teaching Faculty Median Salaries	$13,800 to	$28,875	$20,428	$20,449
Non-Teaching Faculty Mean Salaries	$13,340 to	$27,518	$20,490	$20,533

* State averages (mean) and medians are for the 39 districts.

TABLE 5

TOTAL (W-2 TYPE) FISCAL YEAR 1979 SALARIES OF FULL-TIME FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES

		TEACHING FACULTY MEDIAN	TEACHING FACULTY MEAN	NON-TEACHING FACULTY MEDIAN	NON-TEACHING FACULTY MEAN
501	Kaskaskia	$17,615	$18,736	$17,680	$18,235
502	DuPage	27,616	27,178	24,358	24,158
503	Black Hawk	19,764	19,888	14,764	16,148
	Black Hawk Quad Cities	20,277	20,249	14,764	16,148
	Black Hawk East	18,166	17,915	DNA	DNA
504	Triton	25,764	25,124	28,875	26,875
505	Parkland	20,053	20,060	16,814	17,824
506	Sauk Valley	18,720	18,655	16,365	15,416
507	Danville	19,390	18,875	20,000	19,761
508	Chicago City	22,040	21,383	22,040	22,450
	Kennedy-King	20,040	23,379	25,040	23,540
	Loop	22,540	22,313	23,540	20,980
	Malcolm X	18,540	18,591	22,040	21,110
	Truman	23,040	22,164	23,040	21,940
	Olive-harvey	22,040	21,737	23,040	23,312
	Daley	22,540	22,632	22,040	21,537
	Wilbur Wright	24,540	24,022	22,540	21,954
	Chicago Urban Skills Inst.	14,800	15,000	15,400	16,500
	City-Wide College	18,040	18,595	22,540	22,540
509	Elgin	19,866	21,295	19,000	20,107
510	Thornton	24,217	23,611	20,636	21,553
511	Rock Valley	22,463	22,022	24,330	22,790
512	William R. Harper	18,200	20,000	18,452	18,685
513	Illinois Valley	18,832	20,467	21,666	21,884
514	Illinois Central	21,255	21,606	DNA	DNA
515	Prairie State	23,859	23,103	17,625	17,848
516	Waubonsee	21,316	21,723	20,311	20,518
517	Lake Land	19,931	19,044	21,498	20,107
518	Carl Sandburg	17,097	16,948	22,431	21,139
519	Highland	19,369	17,719	20,440	20,116
520	Kankakee	16,684	17,842	DNA	DNA
521	Rend Lake	17,485	17,525	DNA	DNA
522	Belleville	27,929	26,855	28,152	27,518
523	Kishwaukee	16,677	17,537	16,049	17,025
524	Moraine Valley	21,639	22,107	19,886	22,084
525	Joliet	24,534	24,840	22,921	24,734
526	Lincoln Land	22,140	22,535	23,906	23,579
527	Morton	23,441	22,028	23,000	22,122
528	McHenry	19,146	20,368	18,037	17,725
529	Illinois Eastern	18,222	18,786	DNA	DNA
	Lincoln Trail	16,120	16,024	DNA	DNA
	Olney Central	19,250	18,457	DNA	DNA
	Wabash Valley	20,500	23,769	DNA	DNA
	Frontier	16,000	16,892	DNA	DNA
530	John A. Logan	18,750	19,567	17,700	18,180
531	Shawnee	16,853	17,438	19,169	18,259
532	Lake County	23,440	23,360	27,289	25,684
533	Southeastern	18,560	18,038	14,900	15,274
534	Spoon River	19,714	19,537	22,718	22,718
535	Oakton	22,080	22,047	19,548	19,548
536	Lewis & Clark	17,255	16,686	DNA	DNA
537	Richland	17,597	17,526	20,449	20,533
539	John Wood	12,945	13,659	13,800	13,340
601	SCC E. St. Louis	17,613	17,770	19,738	22,720
	STATE AVERAGE	$20,258	$ 20,289	$ 20,428	$ 20,490
	STATE MEDIAN	$19,714	$ 20,000	$ 20,449	$ 20,533

DNA = Data Not Available

PART-TIME FACULTY SALARY RATES

Table 7 on Page 9 shows the average part-time faculty salary rates per course semester credit hour by each community college. The first column shows the part-time faculty rate for the academic year. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for the academic year. This rate represents the amount paid to a full-time faculty for teaching courses above the full-time load. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column shows the amount received by full-time faculty members for teaching a class during the summer term. It is important to point out that the community colleges have many different bases for determining part-time faculty rates as well as overload rates. For example, some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. Hence, although Table 7 shows the rates per course semester credit hour, this is not the basis for many of the rates shown but is simply a method of reporting so that comparable data can be obtained for each college. It must be realized, however, that much of the data reported had to be averaged and estimated for each college.

Table 6 below shows a summary of the part-time faculty and overload salary rates in Illinois public community colleges during FY 1980.

Table 6

STATE SUMMARY OF PART-TIME FACULTY AND OVERLOAD SALARY RATES PER COURSE SEMESTER CREDIT HOUR IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FY 1980

	Lowest	Median*	Mean*	Highest
Part-Time Faculty Rates	$ 185	$ 233	$ 240	$ 312
Overload Rates (Academic Year)	$ 187	$ 285	$ 332	$ 641
Summer Term Rates	$ 187	$ 350	$ 373	$ 668

*Median or mean of all colleges that reported.

For a more detailed description of the part-time faculty salary rates, as well as the overload salary rates for each community college, see Appendix A of this report.

Table 7

AVERAGE PART-TIME FACULTY SALARY RATES PER SEMESTER CREDIT HOUR IN ILLINOIS PUBLIC COMMUNITY COLLEGES

		Part-Time Faculty Rate	Overload Rate For Academic Year	Rate For Summer Term
501	Kaskaskia	$ 250	$ 300	$ 300
502	DuPage	239	245	668
503	Black Hawk	248	250	DNA
	Black Hawk Quad Cities	248	250	DNA
	Black Hawk East	248	250	DNA
504	Triton	221	DNA	DNA
505	Parkland	312	312	354
506	Sauk Valley	225	225	350
507	Danville	230	230	230
508	Chicago	233	DNA	DNA
	Kennedy-King	233	DNA	DNA
	Loop	233	DNA	DNA
	Malcolm X	233	DNA	DNA
	Truman	233	DNA	DNA
	Olive-Harvey	233	DNA	DNA
	R. J. Daley	233	DNA	DNA
	Wilbur Wright	233	DNA	DNA
	Urban Skills Institute	DNA	DNA	DNA
	Chicago City-Wide College	233	DNA	DNA
509	Elgin	255	641	DNA
510	Thornton	240	430	430
511	Rock Valley	217	379	507
512	Wm. Rainey Harper	265	285	285
513	Illinois Valley	300	300	400
514	Illinois Central	230	350	350
515	Prairie State	240	550	590
516	Waubonsee	217*	395*	395*
517	Lake Land	225	225	225
518	Carl Sandburg	218	218	218
519	Highland	185	231	325
520	Kankakee	235	250	DNA
521	Rend Lake	274	187	187
522	Belleville	230	600	590
523	Kishwaukee	192	537	436
524	Moraine Valley	269	446	446
525	Joliet	230	275	DNA
526	Lincoln Land	252	252	384
527	Morton	225	225	225
528	McHenry	243	243	486
529	Illinois Eastern	DNA	DNA	DNA
	Lincoln Trail	195	DNA	338
	Olney Central	210	338	338
	Wabash Valley	206	DNA	338
	Frontier	203	DNA	DNA
530	John A. Logan	291	354	476
531	Shawnee	200	484	DNA
532	Lake County	275	300	300
533	Southeastern	250	250	250
534	Spoon River	250	630	630
535	Oakton	300	DNA	DNA
536	Lewis & Clark	225*	250*	250*
537	Richland	275	285	410
539	John Wood	240	240	240
601	SCC, E. St. Louis	303	332	DNA
STATE AVERAGE (Mean)		$ 240	$ 332	$ 373
STATE MEDIAN		$ 233	$ 285	$ 350

DNA-Data Not Available. *Salary negotiations have not been completed as of this date (1979-80

1979-80 ACADEMIC YEAR CONTRACTUAL SALARIES PAID TO NON-TEACHING FACULTY

Table 9 on Page 11 shows the lowest, mean, median, and highest academic year contractual salaries paid to full-time non-teaching faculty at each community college in Illinois. The non-teaching faculty include counselors, curriculum specialists, and other professionals employed by the colleges that are classified as faculty by the college.

The lowest salaries represent the lowest base salary actually paid to a full-time non-teaching faculty member at each of the community colleges and are different from salary schedule salaries which are reported in Tables 13 and 15 of this report. The high salaries represent the highest salary actually paid to a full-time non-teaching faculty member for an academic year (nine months) at each of the colleges. The mean (average) salaries represent the arithmetic average of all full-time non-teaching faculty salaries at each college district. The median salary is the one which is in the middle of the range (an equal number of salaries both lower and higher than this salary) at each college. The State average of the mean non-teaching faculty salaries at the 39 college districts was $18,578, while the State average for the 51 community college campuses was $19,562. These average salaries paid to non-teaching faculty are slightly higher than the average salaries paid to teaching faculty. Actual salaries paid to teaching faculty are shown in Table 3 on Page 5.

Table 8 below shows a summary of the salaries paid non-teaching faculty in Illinois public community colleges.

Table 8

SUMMARY OF 1979-80 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO NON-TEACHING FACULTY AT PUBLIC COMMUNITY COLLEGES OF ILLINOIS

	STATE DISTRICT AVERAGE (Mean)*	STATE MEDIAN (39 Districts)
Lowest Salaries	$14,622	$14,800
Mean Salaries	$18,578	$19,390
Median Salaries	$19,207	$20,127
Highest Salaries	$23,471	$23,300

*State average and medians shown are for the 39 community college districts.

Table 9

SALARIES PAID TO FULL-TIME NON-TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR ACADEMIC YEAR

		LOW	MEAN	MEDIAN	HIGH
501	Kaskaskia	$ 18,060	$ 19,227	$ 18,060	$ 21,560
502	DuPage	16,348	22,115	22,661	27,007
503	Black Hawk Quad Cities	14,016	18,268	16,064	25,636
	Black Hawk East	14,016	18,268	16,064	25,636
	Black Hawk	---	---	---	---
504	Triton	14,749	23,547	25,021	30,831
505	Parkland	14,693	19,390	19,244	26,818
506	Sauk Valley	13,025	15,321	14,763	18,475
507	Danville	14,017	20,676	21,454	23,059
508	Chicago	11,640	23,730	23,040	30,040
	Kennedy-King	13,040	21,803	21,540	30,040
	Loop	11,640	23,544	24,040	30,040
	Malcolm X	13,040	20,221	20,040	28,040
	Truman	11,640	22,862	24,040	30,040
	Olive-Harvey	13,040	23,151	23,540	30,040
	Daley	12,690	24,046	24,040	30,040
	Wilbur Wright	11,690	24,998	25,540	30,040
	Urban Skills Inst.	13,400	14,700	14,900	16,000
	City-Wide College	14,800	20,372	19,540	30,040
509	Elgin	17,200	20,885	20,127	29,549
510	Thornton	15,244	20,369	19,484	25,904
511	Rock Valley	14,886	19,989	21,974	24,525
512	Wm. Rainey Harper	15,800	20,240	19,090	31,000
513	Illinois Valley	23,300	23,300	23,300	23,300
514	Illinois Central	---	---	---	---
515	Prairie State	15,650	20,605	18,860	26,735
516	Waubonsee	16,449*	20,447*	20,400*	24,070*
517	Lake Land	11,000	17,603	18,821	21,182
518	Carl Sandburg	12,593	17,631	18,804	20,324
519	Highland	17,238	18,898	18,898	20,558
520	Kankakee	---	---	---	---
521	Rend Lake	---	---	---	---
522	Belleville	15,485	20,990	22,082	26,813
523	Kishwaukee	12,089	14,420	13,663	18,477
524	Moraine Valley	12,900	17,765	16,958	23,015
525	Joliet	16,010*	21,714*	22,714*	26,056*
526	Lincoln Land	13,220	21,680	22,122	26,782
527	Morton	17,350	22,124	23,101	24,843
528	McHenry	14,175	16,264	15,882	18,727
529	Illinois Eastern	---	---	---	---
	Lincoln Trail	---	---	---	---
	Olney Central	---	---	---	---
	Wabash Valley	---	---	---	---
	Frontier	---	---	---	---
530	John A. Logan	12,847	14,828	14,600	16,937
531	Shawnee	9,159	14,269	14,288	18,522
534	Lake County	13,297	22,549	25,021	26,842
533	Southeastern	10,812	15,013	14,950	19,495
534	Spoon River	19,347	20,657	20,657	21,967
535	Oakton	15,660	18,027	18,195	20,060
536	Lewis & Clark	---*	---*	---*	---*
537	Richland	13,725	17,538	17,537	21,325
539	John Wood	10,125	11,925	11,475	14,850
601	SCC, E. St. Louis	15,052	17,632	19,738	22,720
District Average (Mean)		$ 14,622	$ 18,578	$ 19,207	$ 23,471
Campus Average (Mean)		$ 14,298	$ 19,562	$ 19,696	$ 24,340
STATE MEDIAN		$ 14,800	$ 19,390	$ 20,127	$ 23,300

*Faculty negotiation have not been completed as of this date for 1979-80.

MEAN SALARIES PER AVERAGE YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, ACADEMIC MONTH, AND PERCENT INCREASE RECEIVED BY CONTINUING FACULTY

Table 11 on Page 13 shows the mean salaries for each community college by course semester credit hour, course contact hour, and academic month. This analysis was obtained by dividing the annual course semester hours, twice the weekly class contact hours, and length of an academic year in months into the mean salary paid to full-time teaching faculty. This analysis shows the mean salaries paid by each of the community colleges for a comparable unit.

The State mean salary per course semester hour was $628, but this salary ranged from $451 to $880 at the various community colleges. The State average salary per weekly class contact hour was $589, while the State mean salary for full-time teaching faculty per academic month was $2,094.

The percent salary increase for continuing faculty members was designed to show the percent salary increase without the distortion created by the hiring of new faculty members and retiring of faculty members with long tenure. The colleges were asked to report the percent salary increase for those faculty employed both last year and this year. The percent salary increases reported ranged from +1.5% to +10.3% and averaged +7.2% at the thirty-nine community college districts.

Table 10 below shows a summary of the analysis of mean salaries per course semester hour, weekly class contact hour, and academic month.

Table 10

SUMMARY OF 1979-80 MEAN SALARIES PAID FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, ACADEMIC MONTH, AND PERCENT SALARY INCREASE FOR CONTINUING FACULTY

	RANGE Low - High	STATE MEDIAN	STATE AVERAGE (Mean)*
Average Salary Per Course Semester Credit Hour	$451 to $880	$638	$628
Average Salary Per Course Contact Hour	$328 to $[illegible]	$598	$589
Average Salary Per Academic Month	$1,602 to $2,683	$2,104	$2,094
Average Percent Salary Increase For Continuing Faculty	+1.5% to +10.3%	+7.3%	+7.2%

* State average was computed by finding the arithmetic average of the data for each college district.

Table 11

MEAN SALARIES FOR FULL-TIME TEACHING FACULTY PER YEARLY COURSE SEMESTER HOUR, WEEKLY CLASS CONTACT HOUR, AND ACADEMIC MONTH FOR 1979-80

		MEAN SALARY	AVERAGE SALARY PER COURSE SEMESTER HOUR	AVERAGE SALARY PER COURSE CONTACT HOUR	SALARY PER ACADEMIC MONTH	PERCENT SALARY INCREASE OF CONTINUING FACULTY
501	Kaskaskia	$ 17,596	$ 587	$ 489	$ 1,955	6.7%
502	DuPage	24,150	805	805	2,683	7.6
503	Black Hawk	19,139	638	532	2,126	7.0
504	Triton	22,628	754	754	2,514	5.0
505	Parkland	18,737	721	586	2,082	7.5
506	Sauk Valley	17,460	546	546	1,940	4.4
507	Danville	18,716	624	550	2,080	8.0
508	Chicago	22,009	880	880	2,445	6.3
509	Elgin	20,524	641	570	2,280	9.0
510	Thornton	22,041	735	735	2,449	7.3
511	Rock Valley	18,933	653	631	2,104	5.7
512	Harper	22,540	751	751	2,312	8.4
513	Illinois Valley	19,749	658	658	2,194	9.9
514	Illinois Central	19,833	640	583	2,204	7.0
515	Prairie State	21,293	710	710	2,366	7.0
516	Waubonsee	18,726*	624*	624*	2,081*	---*
517	Lake Land	17,489	547	547	1,943	7.0
518	Carl Sandburg	17,314	541	541	1,924	8.5
519	Highland	18,494	638	528	2,055	5.9
520	Kankakee	15,908	497	497	1,768	8.0
521	Rend Lake	18,459	615	461	2,051	8.1
522	Belleville	22,127	738	738	2,459	8.5
523	Kishwaukee	15,473	516	484	1,719	7.0
524	Moraine Valley	18,767	626	626	2,145	6.8
525	Joliet	21,011*	700*	584*	2,335*	---*
526	Lincoln Land	21,410	669	669	2,447	7.7
527	Morton	21,444	715	715	2,199	6.3
528	McHenry	18,889	630	630	2,099	8.9
529	Illinois Eastern	14,416	451	328	1,602	6.1
530	John A. Logan	17,946	598	598	1,841	9.1
531	Shawnee	15,477	484	530	1,720	5.3
532	Lake County	21,852	728	728	2,571	10.3
533	Southeastern	16,392	546	546	1,725	1.5
534	Spoon River	18,940	631	526	2,104	5.4
535	Oakton	20,272	676	634	2,027	8.9
536	Lewis & Clark	15,612*	520*	459*	1,735*	---*
537	Richland	16,801	560	560	1,867	7.2
539	John Wood	11,167	---	---	---	10.0
601	SCC, E. St. Louis	15,395	513	428	1,711	---
STATE AVERAGE		$ 18,849	$ 628	$ 589	$ 2,094	7.2%

*Salary determinations for 1979-80 have not been completed as of this date; figures reflect 1978-79 salaries.

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES

Table 13 on Page 15 shows the 1979-80 salaries of the full-time teaching faculty with a Master's Degree at each community college in Illinois. The number of steps required on the schedule to achieve this salary is also shown. Since several colleges do not use the Master's Degree as a basis for determining position on a salary schedule, alternative but comparable ranges from their salary schedules based on faculty rank (beginning instructors column) were utilized. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid. Hence, these data are more appropriate for comparative purposes because they are not distorted by the years of experience of the faculty.

The range of salaries for each category at the thirty-nine community college districts as well as the mean salary for each category are shown in Table 12 below.

Table 12

SUMMARY OF SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH MASTERS DEGREE IN PUBLIC COMMUNITY COLLEGES OF ILLINOIS FOR THE 1979-80 ACADEMIC YEAR

SALARY SCHEDULE CATEGORIES	DISTRICT RANGE Low - High	STATE MEDIAN	STATE AVERAGE (Mean)
Masters Degree, Plus Zero Hours (No Experience)	$10,650 - $14,992	$12,330	$12,227
Masters Degree, Plus Zero Hours (5 Years Experience)	$11,290 - $17,605	$14,500	$14,727
Masters Degree, Maximum Hours (5 Years Experience)	$12,690 - $20,775	$17,560	$17,439
Masters Degree, Maximum Hours (Highest Salary)	$20,500 - $31,000	$24,350	$24,402

* State average and median salaries are calculated by using the data for the 39 college districts in each category.

Table 13

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTERS DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR 1979-80

		Masters Degree + Zero Hours, No Experience	Masters Degree + Zero Hours, 5 Yrs. Experience	Masters Degree Maximum Hrs., 5 Yrs. Experience	Masters Degree Maximum Hrs. Highest Salary	Masters Degree Maximum Hours Number of Steps
501	Kaskaskia	$12,500	$14,500	$17,560	$22,760	20
502	DuPage	12,575	17,605	20,775	27,007	14
503	Black Hawk	12,417	14,696	18,924	27,510	11
504	Triton	14,749	17,319	20,302	27,811	15
505	Parkland	11,000	13,500	15,500	25,000	N/A
506	Sauk Valley	11,250	13,025	19,750	24,150	N/A
507	Danville	12,680	15,569	17,174	23,059	21
508	Chicago	11,290	11,290	12,690	30,040	4
509	Elgin	N/A	N/A	N/A	N/A	N/A
510	Thornton	12,345	15,515	18,051	24,391	16
511	Rock Valley	11,484	13,752	16,020	23,391	18
512	Wm. Rainey Harper	12,650	16,850	19,665	31,000	18
513	Illinois Valley	14,200	15,400	18,220	23,300	15
514	Illinois Central	11,150	N/A	N/A	26,870	N/A
515	Prairie State	12,480	14,730	17,670	25,205	17
516	Waubonsee	11,856*	14,526*	17,576*	24,682*	17*
517	Lake Land	N/A	N/A	N/A	23,900	N/A
518	Carl Sandburg	11,291	13,895	15,543	21,766	19
519	Highland	11,569	14,033	17,238	22,698	16
520	Kankakee	N/A	N/A	N/A	N/A	N/A
521	Rend Lake	12,000	14,100	17,040	22,080	18
522	Belleville	14,992	17,043	18,890	24,350	15
523	Kishwaukee	11,115	13,979	16,124	22,760	18
524	Moraine Valley	12,330	N/A	N/A	24,520	N/A
525	Joliet	12,944*	16,138*	19,656*	26,056*	20*
526	Lincoln Land	13,220	16,040	18,569	26,557	18
527	Morton	13,937	16,374	18,004	24,643	17
528	McHenry	10,713	N/A	N/A	N/A	N/A
529	Illinois Eastern	N/A	N/A	N/A	N/A	N/A
530	John A. Logan	12,462	14,312	17,496	22,306	18
531	Shawnee	N/A	N/A	N/A	N/A	N/A
532	Lake County	13,297	15,586	19,124	26,705	15
533	Southeastern	11,500	13,250	15,700	20,500	18
534	Spoon River	11,489	14,108	16,728	23,277	15
535	Oakton	N/A	N/A	N/A	N/A	N/A
536	Lewis & Clark	11,880*	13,130*	13,980*	19,480*	18*
537	Richland	11,250	13,500	16,313	22,313	20
539	John Wood	N/A	N/A	N/A	N/A	N/A
601	SCC, E. St. Louis	10,650	13,313	15,443	20,768	15
STATE AVERAGE (Mean)		$12,227	$14,727	$17,439	$24,402	17
STATE MEDIAN		$12,330	$14,500	$17,560	$24,350	17

N/A = Not applicable (colleges do not use a salary schedule.)

* Salary negotiations have not been completed as of this date for 1979-80.

SALARIES BASED ON SALARY SCHEDULE FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

Table 15 on Page 17 attempts to show the lowest salary, highest salary, and number of steps in the doctorate degree column of the 1979-80 salary schedule at each public community college in Illinois. For colleges that use rank as the basis for their salary schedule, the professor column was utilized. A few colleges do not require the doctorate degree for faculty to attain the highest salary, while others do not have a column which is equivalent to the doctorate level.

A summary of the range of salaries and State average salaries for full-time faculty with doctorate degrees in the community colleges of Illinois are shown in Table 14 below.

Table 14

SUMMARY OF SALARIES BASED ON SALARY SCHEDULE
FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE

	DISTRICT RANGE	STATE MEDIAN*	STATE AVERAGE*
Doctorate Degree Lowest Salary	$11,812 to $19,246	$15,155	$15,087
Doctorate Degree Highest Salary	$20,850 to $31,000	$24,520	$25,302
Doctorate Degree Number of Steps	4 to 25	17	17

* State average and median are for the 39 college districts.

Table 15

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH DOCTORATE DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1979-80

		DOCTORATE DEGREE LOWEST SALARY	DOCTORATE DEGREE HIGHEST SALARY	DOCTORATE DEGREE NUMBER STEPS SALARY SCHEDULE
501	Kaskaskia	$15,540	$23,540	21
502	DuPage	14,839	30,495	17
503	Black Hawk	19,246	27,510	11
504	Triton	18,503	30,831	16
505	Parkland	12,000	25,000	N/A
506	Sauk Valley	N/A	24,150	N/A
507	Danville	15,087	23,861	21
508	Chicago	12,690	30,040	4
509	Elgin	N/A	N/A	N/A
510	Thornton	15,515	25,025	16
511	Rock Valley	14,319	24,319	19
512	Harper	17,950	31,000	19
513	Illinois Valley	16,800	23,900	15
514	Illinois Central	N/A	26,870	N/A
515	Prairie State	15,155	26,735	17
516	Waubonsee	14,701*	25,293*	17*
517	Lake Land	N/A	N/A	N/A
518	Carl Sandburg	13,265	22,092	19
519	Highland	15,421	23,335	16
520	Kankakee	N/A	N/A	N/A
521	Rend Lake	15,780	23,340	19
522	Belleville	17,302	29,413	15
523	Kishwaukee	13,359	22,760	18
524	Moraine Valley	12,330	24,520	N/A
525	Joliet	16,458*	26,951*	20*
526	Lincoln Land	15,916	28,489	19
527	Morton	15,313	25,553	17
528	McHenry	N/A	N/A	N/A
529	Illinois Eastern	N/A	N/A	N/A
530	John A. Logan	16,100	22,760	18
531	Shawnee	N/A	N/A	N/A
532	Lake County	16,872	26,842	13
533	Southeastern	14,300	20,850	18
534	Spoon River	14,763	23,932	15
535	Oakton	N/A	N/A	N/A
536	Lewis & Clark	12,880*	21,430*	25*
537	Richland	11,812	22,213	20
539	John Wood	N/A	N/A	N/A
601	SCC, E. St. Louis	13,313	21,300	15
STATE AVERAGE (Mean)		$15,087	$25,302	17
STATE MEDIAN		$15,155	$24,520	17

N/A = not applicable

* Salary negotiations have not been completed as of this date; figures reflect 1978-79 salaries.

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 on the next page shows the institutional policies at each public community college in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the average weekly class contact hours per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Of the thirty-nine community colleges in Illinois, ten have professional rank, although not all of these use rank as a criteria for salary determinations. Twenty-nine of the thirty-nine districts have faculty tenure, while ten community colleges do not have faculty tenure. Twenty-three public community college districts in Illinois have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Hence, although the State average number of required hours for the faculty is 28 per week, most faculty members spend over 40 hours per week on their full-time assignments.

Table 16

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1979

	RANGE	STATE AVERAGE
Average Yearly Credit Hours Required for Full-Time Teaching Faculty (Semester Hours)	25 to 32	30
Average Weekly Class Contact Hours Required for Full-Time Teaching Faculty	12.5 to 22	16
Average Weekly Office Hours	0 to 20	7
Average Weekly Academic Advisory Hours	0 to 6	5
Length of Full-Time Academic Year Faculty Contract in Months	8.5 to 10	9

TABLE 17

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FALL 1979

WAS DELETED DUE TO IRREPRODUCIBILITY

NUMBER OF INSTRUCTIONAL (TEACHING) FACULTY

Table 19 on the next page shows the number of teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time and by sex. The total number of teaching faculty reported this year was 15,201, which is 12 more than the 15,189 reported a year ago, an increase of 0.1%. The number of part-time faculty increased by 0.4% from a year ago, while the number of full-time faculty decreased by 0.6%.

A full-time equivalent (FTE) faculty is locally defined by each college but in each case represents an expected full-time teaching load at that institution. Usually, the definition is based on a combination of course credit hours taught and classroom contact hours. The institutional definitions are shown in Table 17 on page 19. The total number of FTE faculty reported in the State during fall 1979 was 7,364.

Table 18 below shows a summary of the fall 1979 instructional (teaching) faculty.

TABLE 18

SUMMARY OF FALL 1979 INSTRUCTIONAL FACULTY
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	3,180	64.4%	6,209	60.5%	9,389	61.8%
Female	1,755	35.6%	4,057	39.5%	5,812	38.2%
Male and Female	4,935	100.0%	10,266	100.0%	15,201	100.0%
Percent of Total	32.5%		67.5%		100.0%	

TABLE 19 - PAGE 21 - WAS DELETED DUE TO IRREPRODUCIBILITY

IT CONTAINED THE NUMBER OF INSTRUCTIONSL (TEACHING) FACULTY MEMBERS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1979

NUMBER OF NON-TEACHING FACULTY MEMBERS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 shows the number of non-teaching faculty members in each of the public community colleges of Illinois distributed by full-time and part-time and by sex. Non-teaching faculty include counselors, curriculum coordinators, learning resource specialists and other professionals who are classified by the college as faculty (not administrators) but who do not teach in the classroom. Full-time non-teaching faculty are those who have a regular full-time contract. The total number of full-time and part-time non-teaching faculty members in the community colleges of Illinois during fall 1979 was 627, which is 54 more than the 573 non-teaching faculty reported during fall 1978.

A summary of the distribution of the fall 1979 non-teaching faculty in Illinois public community colleges is shown in Table 20 below.

TABLE 20

SUMMARY OF FALL 1979 NON-TEACHING FACULTY IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	FULL-TIME		PART-TIME		TOTAL	
	Number	Percent	Number	Percent	Number	Percent
Male	230	56.2%	110	50.5%	340	54.2%
Female	179	43.8%	108	49.5%	287	45.8%
Male and Female	409	100.0%	218	100.0%	627	100.0%
Percent of Total	65.2%		34.8%		100.0%	

TABLE 21

NUMBER OF NON-TEACHING FACULTY MEMBERS IN
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL TERM 1979

Dist. No.	Community College	Full-Time Male	Full-Time Female	Full-Time Total	Part-Time Male	Part-Time Female	Part-Time Total
501	Kaskaskia	2	1	3	1	0	1
502	DuPage	12	9	21	92	91	183
503	Black Hawk	(4)	(5)	(9)	(0)	(0)	(0)
	Black Hawk Q.C.	4	5	9	0	0	0
	Black Hawk East	0	0	0	0	0	0
504	Triton	8	7	15	0	0	0
505	Parkland	8	5	13	0	1	1
506	Sauk Valley	4	2	6	0	0	0
507	Danville	7	4	11	0	0	0
508	Chicago City	(56)	(37)	(93)	(5)	(2)	(7)
	Kennedy-King	6	9	15	0	0	0
	Loop	1	0	1	0	0	0
	Malcolm X	6	4	10	0	0	0
	Truman	6	5	11	0	0	0
	Olive-Harvey	8	4	12	0	0	0
	Richard J. Daley	8	4	12	0	0	0
	Wilbur Wright	11	4	15	0	0	0
	Skills Center	9	6	15	5	2	7
	City Wide Coll.	1	1	2	0	0	0
509	Elgin	3	6	9	0	0	0
510	Thornton	5	7	12	1	0	1
511	Rock Valley	6	4	10	0	1	1
512	William R. Harper	12	10	22	0	0	0
513	Illinois Valley	3	1	4	0	0	0
514	Illinois Central	0	0	0	0	0	0
515	Prairie State	2	5	7	0	0	0
516	Waubonsee	1	5	6	1	1	2
517	Lake Land	8	4	12	0	0	0
518	Carl Sandburg	3	1	4	0	0	0
519	Highland	1	1	2	0	0	0
520	Kankakee	0	0	0	0	0	0
521	Rend Lake	0	0	0	0	0	0
522	Belleville	6	6	12	0	0	0
523	Kishwaukee	4	3	7	0	0	0
524	Moraine Valley	8	10	18	3	0	3
525	Joliet	5	2	7	0	2	2
526	Lincoln Land	6	7	13	1	0	1
527	Morton	2	2	4	0	0	0
528	McHenry	3	4	7	0	1	1
529	Illinois Eastern	(0)	(0)	(0)	(0)	(0)	(0)
	Lincoln Trail	0	0	0	0	0	0
	Olney Central	0	0	0	0	0	0
	Wabash Valley	0	0	0	0	0	0
	Frontier	0	0	0	0	0	0
530	John A. Logan	4	3	7	0	0	0
531	Shawnee	5	2	7	1	0	1
532	Lake County	9	6	15	0	0	0
533	Southeastern	9	4	13	0	0	0
534	Spoon River	2	0	2	1	0	1
535	Oakton	2	2	4	0	0	0
536	Lewis and Clark	0	0	0	0	0	0
537	Richland	6	2	8	4	8	12
539	John Wood	12	8	20	0	1	1
	SUBTOTALS	228	175	403	110	108	218
601	SCC, E. St. Louis	2	4	6	0	0	0
	STATE TOTALS	230	179	409	110	108	218

FACULTY ORGANIZATIONS IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 on the next page shows the faculty organizations that exist at each of the public community colleges of Illinois and the faculty organization or committee that is the recognized negotiating body for the faculty by the local board of trustees. The faculty organization recognized as the negotiating body for the faculty at most community colleges is the American Federation of Teachers (AFT). The boards of trustees of thirteen community colleges do not recognize any faculty organization or committee as the official negotiating body for the faculty.

A summary of the involvement of each organization in the community colleges of Illinois is shown in Table 22 below. Two districts reported no faculty organization existed at their colleges, while thirteen community colleges did not recognize any faculty organization or committee as the official negotiating body for the faculty.

TABLE 22

SUMMARY OF INVOLVEMENT OF FACULTY ORGANIZATION IN THE COMMUNITY COLLEGES OF ILLINOIS

Organization	Number of Community College Districts in Which Each Faculty Organization: Exists at the College	Is Recognized Negotiating Body
American Association of University Professors (AAUP)	3	1
Illinois Education Association (IEA)	10	5
American Federation of Teachers (AFT)	18	11
Local Faculty Association	5	2
Faculty Senate	12	3
Special Faculty Committee	6	3
College Council	10	3
None	2	13
Other		1

TABLE 23

FACULTY ORGANIZATIONS IN ILLINOIS
PUBLIC COMMUNITY COLLEGES DURING 1979-80

Dist. No.	Community Colleges	Exists at College (See Codes Below)	Recognized Negotiating Body
501	Kaskaskia	2	8
502	DuPage	1,2,3,4,5,6	8
503	Black Hawk	3,5,7	7
504	Triton	4	4
505	Parkland	4,5,6	6
506	Sauk Valley	2	2
507	Danville	2,5,6,7	8
508	Chicago City	3	3
509	Elgin	3	8
510	Thornton	3	3
511	Rock Valley	5,6	8
512	Wm. Rainey Harper	3,5	3
513	Illinois Valley	3	3
514	Illinois Central	3,5	5
515	Prairie State	3,5	3
516	Waubonsee	3	3
517	Lake Land	3,9	9
518	Carl Sandburg	2	2
519	Highland	3	3
520	Kankakee	4	8
521	Rend Lake	3,5	5
522	Belleville	1,5	1
523	Kishwaukee	5,9	5
524	Moraine Valley	3	3
525	Joliet	3	3
526	Lincoln Land	2,7	8
527	Morton	3	3
528	McHenry	2	2
529	Illinois Eastern	7	8
530	John A. Logan	2,7	2
531	Shawnee	8	8
532	Lake County	3,7	3,7
533	Southeastern	8	8
534	Spoon River	2,6,7	6
535	Oakton	4,6,7	4,6,7
536	Lewis & Clark	2	2
537	Richland	7	8
539	John Wood	8	8
601	SCC, E. St. Louis	1,3,5,7	8

1 = Local AAUP Affiliated Faculty Association
2 = Local IEA Affiliated Faculty Association
3 = Local AFT Affiliated Faculty Association
4 = Local "Non-Affiliated" Faculty Association
5 = Faculty Senate
6 = Special Faculty Committee
7 = College Council which includes administrators & faculty
8 = None
9 = Other

SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 on the following page presents the policies dealing with sick leave at the public community colleges in Illinois that is of concern to the State Universities Retirement System. It shows the number of sick days which would be accumulated after ten, twenty, and forty years of employment at each community college. The number of sick days range from a low of 100 to a high of 200 after ten years, from 100 to 320 after twenty years, and from 100 to 640 after forty years of employment. Sick leave is either measured in calendar or work days. Only two community college districts measure sick leave by calendar days and five colleges districts pay for a portion of unused sick leave. The percent of unused sick leave which is subject to cash reimbursement at retirement at the five community college districts that paid for unused sick leave and reported the percentage for which they paid ranges from a low of 12% to a high of 62.5%. The payment for unused sick leave is made either in a lump sum at retirement or spread over a period of several months. It should be noted that the majority of colleges' sick leave policies remained constant from those reported during 1978-79. Only those colleges having changes from the previous year submitted new sick leave policies.

TABLE 24 - ILLUSTRATING SICK LEAVE POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES -1979-80

WAS DELETED DUE TO IRREPRODUCIBILITY

DISABILITY COVERAGE AND RETIREMENT POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 25 on the opposite page shows the disability coverage and retirement policies at each of the public community colleges in Illinois which are in addition to the disability coverage provided by the State Universities Retirement System. Of the thirty-nine community college districts, nineteen provide disability insurance coverage to their employees while twenty colleges do not. Three college districts give separation pay, retirement pay, vacation pay or other compensation in addition to the normal contract salary when a faculty member retires from the college. The majority of the college districts (37) do not give any compensation in addition to the normal contract salary. For those districts that give compensation, most pay it in a lump sum at retirement. In only one district was the amount paid over a period of time. It should be noted that the majority of colleges' disability coverages and retirement policies remained unchanged from those reported in 1978-79. Only those colleges having changes from the previous year submitted new disability coverage and retirement policies.

TABLE 25 - ILLUSTRATING DISABILITY COVERAGE AND RETIREMENT POLICIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - 1979-80 - WAS DELETED DUE TO IRREPRODUCIBILITY

SUMMARY OF CLASSIFIED STAFF SALARIES

Table 26 on the following page shows a comparison of the weighted mean salaries of classified personnel at Illinois public community colleges with comparable salaries by position of personnel employed under the State University Civil Service System. The data includes input from 38 of the 39 community college districts that are funded by credit hour rates.

The results show that the community colleges had lower mean salaries in nineteen positions and higher salaries in nine positions.

The State University Civil Service System data was taken from the ICCB Spring 1979 Salary Survey Final Report and September 1979 System-Wide Salary Range Report which is published by the personnel office at Northern Illinois University in Dekalb.

The data which appear for the State University Civil Service System represents the weighted average salary of employees within the agencies and institutions served by the State University Civil Service System. The data excludes persons holding appointments as extra help, irregular, or temporary employees. Also excluded are apprentices, learners, and trainees.

Each agency or institution in this system reports the number of persons currently being paid, regardless of full-time or part-time appointment. Also requested is the lowest average and highest full-time equivalent monthly salary paid in each classification.

Each agency or institution which participates in this system receives computer printouts at various intervals during the year which show salary data for each participant by every civil service classification.

TABLE 26

COMPARISON OF SALARIES OF CLASSIFIED PERSONNEL AT COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

Title	University Civil Service Mean Salary	Community College Mean Salary	Difference In Mean Salaries	% Difference Mean Salaries
Accountant I	$14,953	$12,631	$- 2,322	-15.5%
Accountant II	17,398	14,934	- 2,464	-14.2
Accountant Clerk I	8,388	10,309	+ 1,921	+22.9
Accountant Clerk II	9,636	9,047	+ 589	- 6.1
Admissions/Records Clerk	11,298	10,684	- 614	- 5.4
Admissions/Records Supervisor or Techincian	16,398	13,563	- 2,835	-17.3
Audio Visual Service Manager	16,684	12,993	- 3,691	-22.1
Bookstore Manager	19,684	13,551	- 6,138	-31.2
Clerk Typist	8,107	8,471	+ 364	+ 4.5
Computer Operator I (Junior)	10,560	10,895	+ 335	+ 3.2
Computer Operator II (Senior)	11,156	11,380	+ 224	+ 2.0
Computer Programmer I (Junior)	12,711	11,887	- 824	- 6.5
Computer Programmer II (Senior)	14,573	13,557	- 1,016	- 7.0
Computer Systems Analyst	22,085	18,964	- 3,121	-14.1
Custodian	11,706	10,545	- 1,161	- 9.9
Custodian Supervisor	15,550	14,097	- 1,453	- 9.3
Keypunch Operator/ Data Entry Clerk	8,661	9,711	+ 1,050	+12.1
Library Clerk	8,530	9,582	+ 1,052	+12.3
Program Analysis	16,625	17,148	+ 523	+ 3.1
Purchasing Clerk	23,866	11,351	-12,515	-52.4
Purchasing Supervisor	25,104	17,970	- 7,134	-28.4
Receptionist/Switch-board Operator	8,611	8,766	+ 155	+ 1.8
Secretary-General	9,181	9,020	- 161	- 1.8
Secretary-Administrative	14,345	10,108	- 4,237	-29.5
Secretary-Executive	17,222	12,418	- 4,804	-27.9
Security Officer/Guard	13,976	11,960	- 2,016	-14.2
Security Supervisor	26,510	16,711	- 8,899	-33.6
Shipping/Recording Clerk	$ 9,767	$10,479	$+ 712	+ 7.3%

SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1979-80

Table 28 shows the full twelve month salaries paid to the top administrators in each of the public community colleges in Illinois during 1979-80. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the college district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college campus. Examples of chief campus administrators are the presidents at multi-campus institutions, executive vice-chancellors at multi-campus institutions, or executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, often a particular position does not exist. Care must be taken to analyze the entire administrative structure before making comparisons between similar positions at two different colleges. In addition to the title and salary, the administrative level of each position was obtained which helps provide additional data about the position.

A summary of the salaries paid to top administrators in Illinois public community colleges during 1979-80 appears in Table 27 below.

TABLE 27

SUMMARY OF SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1979-80

ADMINISTRATIVE POSITION	RANGE	STATE AVERAGE
Chief Executive of the District	$34,500 to $65,000	$42,472
Chief Campus Administrator	$22,890 to $50,000	$35,391
Chief Finance Officer	$21,000 to $44,000	$31,439
Chief Academic Officer	$20,000 to $42,800	$32,506
Chief Bacc/Univ. Parallel Officer	$23,000 to $37,342	$29,684
Chief Occ/Career Educ. Officer	$20,400 to $42,350	$28,519
Chief Student Services Officer	$18,800 to $37,800	$28,652
Chief Pub/Comm. Service Officer	$17,400 to $41,168	$26,359
Director of Data Processing	$17,000 to $33,566	$25,132
Director of Research & Planning	$14,000 to $37,750	$26,181

PAGES 33 & 34,

TABLE 28 - ILLUSTRATING FISCAL YEAR (12 MONTH) SALARIES PAID TO TOP ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1979-80 - WAS DELETED DUE TO IRREPRODUCIBILITY

APPENDIX A (PAGES 35 - 36)
was deleted due to irreproducibility. It contained

PART-TIME FACULTY AND OVERLOAD RATES
REPORTED BY COLLEGE

APPENDIX B

SURVEY INSTRUMENTS USED IN ICCB FACULTY AND ADMINISTRATIVE SALARY SURVEY: FALL 1979

DUE 10-19-1979

FACULTY AND ADMINISTRATIVE SALARY SURVEY OF ILLINOIS COMMUNITY COLLEGES FOR 1979-80

COLLEGE NAME _____ DISTRICT NO. _____
RESPONDENT'S NAME _____ TITLE _____

1. Please indicate the number of faculty employed for the Fall 1979 term. (Use counts based on faculty employed as of October 1, 1979.

Full-Time Teaching Faculty	_____Male	_____Female	_____Total
Part-Time Teaching Faculty	_____Male	_____Female	_____Total
Full-Time Non-Teaching Faculty	_____Male	_____Female	_____Total
Part-Time Non-Teaching Faculty	_____Male	_____Female	_____Total

2. What is the full-time instructional (teaching) faculty load for an academic year?
   a. Average yearly instructional course credit hours _____ (quarter or semester)_____
   b. Average weekly class contact hours _____
   c. Average weekly office hours _____
   d. Average weekly academic advising hours _____

3. What is the total number of FTE instructional teaching faculty for Fall 1979?_____

4. Please answer the following items about the present policies and practices of your college.
   a. Does your college have professional rank? Yes _____ No _____
   b. If "yes", is rank used as a basis for your salary schedule? Yes_____ No_____
   c. What is the length of your academic year? Months_____ Weeks_____
   d. Does your college have faculty tenure? Yes_____ No_____ Length of Probation_____
   e. Does your college have a master contract with the faculty? Yes_____ No_____
   f. If "yes", is it a multiple-year contract? Yes_____ No_____

5. Based on 1979-80 academic year (9 months) ACTUAL CONTRACTED BASE salaries for full-time faculty, please indicate the following.

	Lowest Salary	Median Salary	Mean Salary	Highest Salary
Teaching Faculty				
Non-Teaching Faculty				

6. What was the percentage increase of faculty salaries from 1978-79 to 1979-80 for those faculty members that were employed during 1978-79 and 1979-80 only. Include both merit and increment increase for the academic year base salaries. Exclude new positions and new faculty in 1979-80 and also exclude faculty in 1978-79 that are no longer employed in 1979-80.

   a. Percent of salary increase _____%.

7. Indicate data from the present (1979-80) academic year salary schedule for full-time faculty.
   a. Master's Degree plus zero hours, lowest salary with no experience. $_____
   b. Master's Degree plus zero hours, with five years experience. $_____
   c. Master's Degree plus maximum hours, with five years experience. $_____
   d. Master's Degree plus maximum hours, maximum experience, highest salary. $_____
   e. Number of steps in the Master's Degree (Plus maximum hours) column _____
   f. Doctorate Degree, lowest salary $_____
   g. Doctorate Degree, Highest salary $_____
   h. Number of steps, if applicable, in Doctorate column_____

8. Based on the previous FISCAL YEAR (July 1, 1978 to June 30, 1979) indicate the full 12 month total salaries including overloads, summer term and extra assignments (W-2 type salaries) for the following:

	Median Salary	Mean Salary
a. Full-Time Teaching Faculty		
b. Full-Time Non-Teaching Faculty		

9. Please indicate the salary rates used by your college for part-time faculty and for overloads taught by full-time faculty. (Complete the following items using average data or ranges and provide additional information if needed.)

a. Part-time faculty rate:

b. Average part-time faculty rate per course credit hour:

c. Overload rate for full-time faculty during academic year:

d. Average overload rate for full-time faculty per course credit hour during academic year:

e. Overload rate for full-time faculty summer term:

f. Average overload rate for full-time faculty per course credit hour during summer:

10. Please indicate the ACTUAL 12 month salary and circle the administrative level of the following chief administrators.

	Salary (12 mo)	# Yrs. in Position	Level 1 2 3 4
a. Executive Officer			
b. Campus Administrator			
c. Finance Officer			
d. Academic Officer			
e. Bac/Univ. Parallel Officer			
f. Occu/Career Educ. Officer			
g. Student Services Officer			
h. Pub. Comm. Service Officer			
i. Director of Data Processing			
j. Director of Research & Planning			

11. Please indicate which of the faculty organization(s) exist on campus and is/are they the recognized negotiating body for the faculty. (Check as many as apply).

	Exist	Recog. Nego. Body
a. Local AAUP affiliated faculty association		
b. Local IEA affiliated faculty association		
c. Local AFT affiliated faculty association		
d. Local "NON-AFFILIATED" faculty association		
e. Faculty Senate		
f. Special Faculty Committee		
g. College Council which includes administrators & faculty		
h. None		
i. Other. Please specify_____		

12. Complete the Fringe Benefit Survey only if any of the items were changed from last year.

Fringe Benefit Survey

This fringe benefit survey deals with benefits which are of concern to the State Universities Retirement System and is not intended to be a survey which deals with all fringe benefits in use by the colleges.

1. How many days of sick leave, if any, would be accumulated (assuming none had been used) after the following years of employment?

   10 years_____days; 20 years _____ days; 40 years _____ days

2. Is the sick leave in Item #1 measured in calendar days or work days?

   Calendar days_____ Work Days_____

3. Does a faculty member receive pay for any portion of his unused sick leave?

   Yes_____ No _____

   If your answer is yes, indicate the percent of the unused sick leave indicated in Item #1 which would be subject to cash reimbursement at retirement and whether the payment is made in a lump sum at retirement or spread over a period of several months/

   10 years _____%; 20 years _____%; 40 years _____%

   Paid in a lump sum _____ Spread over _____ months

4. Does the college provide disability insurance coverage for its employees?

   Yes_____ No_____

   If yes, explain how this coverage fits with the State Universities Retirement System

5. When a faculty member retires, does he receive any separation pay, retirement pay, vacation pay or any compensation from the college in addition to his normal contract salary?

   Yes_____ No_____

If your answer is yes, explain below the formula for calculating the payment and indicate whether the payment is made in a lump sum or spread over several months prior to retirement/

Formula:

Paid in a lump sum_____ Spread over _____ months

College Name_____

Due October 19, 1979

ERIC Clearinghouse for Junior Colleges
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